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COLLEGE AND UNIVERSITY SALARIES IN TEN MID-WESTERN STATES

1983-84 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

April, 1984

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PUBLIC INSTITUTIONS INCLUDED IN THE 10-STATE FACULTY SALARY SURVEY

Arizona

Northern Arizona University
University of Arizona

Arkansas

Arkansas Tech University
Arkansas State University
Henderson State University
Phillips County Community College
Southern Arkansas University
University of Arkansas - Fayetteville
University of Central Arkansas

Colorado

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Mesa College
Metropolitan State College
Otero Junior College
Pikes Peak Community College
Trinidad State Junior College
University of Northern Colorado
University of Southern Colorado

Iowa

Hawkeye Inst. of Technology
Iowa State University
Iowa Lakes Community College
Iowa Western Community College
North Iowa Area Community College
University of Northern Iowa
Western Iowa Tech Community College

Kansas

Coffeyville Community College
Dodge City Community College
Ellsworth Community College
Emporia State University
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Seward County Community College
University of Kansas
Wichita State University

Missouri

Central Missouri State University
Jefferson College
Missouri Southern State College
Northwest Missouri State University
St. Louis Community College
Southeast Missouri State University
Southwest Missouri State University
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

Nebraska

Central Technical Comm. College
Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College

New Mexico

Eastern New Mexico University - Portales
New Mexico Highlands University
New Mexico Institute of Mining & Technology
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogardo
New Mexico State University - Carlsbad
New Mexico State University - Dona Ana
New Mexico State University - Grants
University of New Mexico
West New Mexico University

Oklahoma

Cameron University
Carl Albert Junior College
Central State University
Connors State College
East Central Oklahoma State University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern Oklahoma State University
Northern Oklahoma
Northwestern Oklahoma State University
Oklahoma City Community College
Oklahoma Panhandle State University
Oklahoma State University
Rose State College
Rogers State College
Sayre Junior College
Seminole Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science & Arts of Oklahoma
Western Oklahoma State College

Texas

Amarillo College
Angelo State University
Bee County College
Cisco Junior College
Clarendon College
Dallas County Community College District
East Texas State University
Grayson City College
Henderson County Junior College
Houston Community College
Lamar University
Midwestern State University
North Texas State University
Pan American University
Paris Junior College
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State University
Tarrant County Junior College District
Texas A&M University
Texas Southmost College
Texas State Technical Institute
University of Houston
University of Houston - Clear Lake
University of Texas - Arlington
University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
University of Texas - Permian Basin
University of Texas - San Antonio
University of Texas - Tyler
West Texas State University

HIGHLIGHTS

Sources of Data.--Data for the 1983-84 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities[a], 50 senior colleges,and 63 junior colleges outside Oklahoma and two universities, ten senior colleges, and fourteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities	- 78.6%
State Senior Colleges	- 70.0%
Public Junior Colleges	- 69.0%

University Salaries.--Average faculty salaries at state universities in the region range from $24,097 to $34,697. The median of means for 33 state universities is $29,418.

Senior College Salaries.--Average faculty salaries at state senior colleges in the region range from $22,085 to $30,371. The median of means for 42 state senior colleges included in the survey is $25,449.

Junior College Salaries.--Average faculty salaries at public junior colleges in the region range from $17,066 to $30,692. The median of means for 51 public junior colleges included in the survey is $22,745.

Presidents' Salaries.--The average salary for presidents of universities in the region is $79,754; for state senior colleges, $63,454; and for public junior colleges, $54,923.

University Staff Benefits.--The average staff benefits for 9-10 month faculty at state universities in the region range from $4,922 in Kansas to $6,333 in Oklahoma.

Senior College Staff Benefits.--The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $3,247 in Oklahoma to $5,411 in Colorado.

Junior College Staff Benefits.--The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $3,597 in Arkansas to $4,466 in Kansas.

Presidents' Staff Benefits.--The average staff benefits for presidents' of universities in the region is $11,670; for state senior colleges, $10,912; and for public junior colleges, $8,657.

University Student-Faculty Ratios.--At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 10.2 to 24.1. The median is 17.4.

Senior College Student-Faculty Ratios.--At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 15.0 to a high of 30.1. The median is 19.3.

Junior College Student-Faculty Ratios.--At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 12.3 to a high of 26.9 The median is 19.3.

Ten-State Average Faculty Salary Comparison.--The average faculty salary for Oklahoma universities is $1,221 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $2,210 above the regional average for similar institutions. The Oklahoma state junior college average is $199 below the regional average.

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[a]For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

TABLE I

AVERAGE 9-10 MONTH SALARIES FOR "BIG 8" INSTITUTIONS, 1983-84

Institution	Rank	Average Salary[a]
University of Kansas	1	$30,889
University of Oklahoma	2	29,747
Iowa State University	3	29,499
University of Missouri - Columbia	4	29,003
University of Nebraska - Lincoln	5	28,997
Oklahoma State University	6	28,422
Kansas State University	7	27,961
University of Colorado - Boulder	--	N/A
All Institutions		$29,269

[a]Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 1A

AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1983-84

Institution	Rank	Average Salary[a]
Texas A&M University	1	$34,697
University of Texas - Austin	2	34,278
Colorado School of Mines	3	34,114
University of Arizona	4	33,461
University of Missouri - Rolla	5	32,810
Colorado State University	6	31,332
University of Kansas	7	30,889
University of Oklahoma	8	29,747
Iowa State University	9	29,499
New Mexico State University	10	29,838
University of Missouri - Columbia	11	29,003
University of Nebraska - Lincoln	12	28,997
University of New Mexico	13	28,849
Oklahoma State University	14	28,422
University of Missouri - Kansas City	15	28,401
University of Arkansas	16	28,273
Kansas State University	17	27,961
All Institutions		$30,924

[a] See Footnote a, Table 1.

TABLE 1B
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE UNIVERSITIES, 1983-84

Institution	Rank	Average Salary[a]	FTE Enrollment per FTE Faculty[b]	Institution	Rank	Average Salary[a]	FTE Enrollment per FTE Faculty[b]
Texas A&M University	1	$34,697	15.6	New Mexico State University	16	$29,438	20.2
University of Texas - Austin	2	34,278	20.4	East Texas State University	17	29,418	12.7
Colorado School of Mines	3	34,114	16.2	University of Missouri - Columbia	18	29,003	N/A
University of Houston- University Park	4	33,990	17.4	University of Nebraska - Lincoln	19	28,997	14.5
University of Arizona	5	33,461	17.0	University of New Mexico	20	28,849	15.4
North Texas State University	6	32,843	14.9	University of Texas - El Paso	21	28,572	20.3
University of Missouri - Rolla	7	32,810	N/A	Northern Arizona University	22	28,481	19.3
Colorado State University	8	31,332	16.8	Oklahoma State University	23	28,422	17.4
University of Kansas	9	30,889	15.5	University of Missouri - Kansas City	24	28,401	N/A
University of Texas - Dallas	10	30,687	10.2	University of Arkansas	25	28,273	17.4
New Mexico Institute of Mining & Technology	11	30,632	15.1	University of Missouri - St. Louis	26	28,040	N/A
University of Texas - Arlington	12	29,966	17.8	Kansas State University	27	27,961	15.5
Sam Houston State University	13	29,768	22.7	University of Northern Colorado	28	27,028	21.8
University of Oklahoma	14	29,747	14.1	Stephen F. Austin State University	29	26,287	24.1
Iowa State University	15	29,499	18.1	University of Nebraska - Omaha	30	25,691	21.0
				University of Northern Iowa	31	25,327	18.8
				Wichita State University	32	25,215	19.3
				Lamar University	33	24,097	20.8
All Institutions						$30,244	

[a] See footnote a, Table 1.

[b] FTE enrollment is defined as the 1983 fall term undergraduate student-credit-hours divided by 15, and graduate student-credit-hours divided by 12. FTE faculty includes all budgeted faculty equated to full-time-equivalents by the institution for 1983-84 academic year.

TABLE 2

AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1983-84

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty[b]	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty[b]
Central State University	1	$30,371	22.3	University of Central Arkansas	26	$24,836	17.9
University of Houston - Clear Lake	2	29,992	16.1	Arkansas State University	27	24,454	22.4
Southwestern Oklahoma State University	3	29,274	20.3	Langston University	28	24,288	15.0
University of Texas – San Antonio	4	29,010	30.1	Fort Hays State University	29	23,930	16.0
Southwest Texas State University	5	27,661	N/A	Central Missouri State University	30	23,922	19.2
Angelo State University	6	27,656	26.8	Northwest Missouri State University	31	23,736	19.0
University of Texas - Permian Basin	7	27,638	15.8	Missouri Southern State College	32	23,703	20.5
Midwestern State University	8	27,520	20.2	Southeast Missouri State University	33	23,402	17.2
University of Southern Colorado	9	27,056	22.0	Mesa College	34	23,339	23.1
Eastern New Mexico University	10	27,007	20.1	Arkansas Tech University	35	22,866	19.2
Metropolitan State College	11	26,744	27.1	New Mexico Highlands University	36	22,864	N/A
University of Science and Arts of Oklahoma	12	26,734	15.2	Chadron State College	37	22,565	16.6
Southeastern Oklahoma State University	13	26,385	19.5	Kearney State College	38	22,487	23.7
Cameron University	14	26,376	19.0	Wayne State College	39	22,291	19.7
University of Texas - Tyler	15	26,282	16.3	Southern Arkansas University	40	22,165	18.7
Adams State College	16	26,186	22.9	Peru State College	41	22,134	17.1
Northwestern Oklahoma State University	17	26,107	18.1	Henderson State University	42	22,085	16.4
East Central Oklahoma State University	18	26,066	19.1				
West Texas State University	19	26,021	18.8				
Northeastern Oklahoma State University	20	25,882	23.3				
Pan American University	21	25,462	25.0				
Emporia State University	22	25,436	17.1				
Southwest Missouri State University	23	25,246	20.5				
Western New Mexico University	24	25,219	21.7				
Oklahoma Panhandle State University	25	25,060	19.3				
All Institutions						$25,659	

[a]See footnote **a**, Table 1.

[b]See footnore b, Table 1B.

TABLE 3

AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1983-84[a]

Institution	Rank	Average Salary[b]	FTE Enrollment per FTE Faculty[c]	Institution	Rank	Average Salary[b]	FTE Enrollment per FTE Faculty[c]
Dallas County Community College District	1	$30,692	21.6	New Mexico State Univ. - Alamagordo	26	$22,745	22.1
St. Louis Community college	2	27,609	24.8	Rogers State College	27	22,716	24.9
Tarrant County Junior College	3	27,054	N/A	Clarendon College	28	22,526	13.0
Johnson County Community College	4	26,186	18.5	Pikes Peak Community College	29	22,511	22.6
Amarillo College	5	26,069	16.1	Paris Junior College	30	22,499	14.4
Tulsa Junior College	6	24,592	23.1	New Mexico State Univ. - Carlsbad	31	22,445	19.2
Eastern Oklahoma State College	7	24,590	20.7	Otero Junior College	32	22,382	13.9
Texas Southmost College	8	24,578	26.4	Sayre Junior College	33	21,755	18.0
Rose State College	9	24,446	25.3	Jefferson College	34	21,655	18.8
Northeastern Oklahoma A&M College	10	24,318	23.8	New Mexico Military Institute	35	21,605	N/A
Bee County College	11	24,093	14.2	Seward County Community College	36	21,194	N/A
Oklahoma City community College	12	24,065	20.7	Texas State Technical Institute	37	21,156	12.3
El Reno Junior College	13	23,927	21.2	Dodge City Community College	38	20,988	N/A
Grayson County College	14	23,858	14.6	Trinidad State Junior College	39	20,946	18.6
Northern Oklahoma College	15	23,616	23.8	Iowa Lakes Community College	40	20,912	N/A
North Iowa Area Community College	16	23,610	N/A	Houston Community College System	41	20,597	N/A
Connors State College	17	23,506	21.6	Cisco Junior College	42	20,227	18.1
Western Oklahoma State College	18	23,500	18.4	Fort Scott Community College	43	19,999	20.1
Hutchinson Community College	19	23,332	15.7	Iowa Western Community College	44	19,630	16.1
Seminole Junior College	20	23,314	20.1	Hawkeye Institute of Technology	45	19,614	N/A
Murray State College	21	23,310	20.1	Western Iowa Tech. Community College	46	19,511	N/A
Ellsworth Community College	22	23,265	26.91	New Mexico State University - Grants	47	19,305	14.2
Henderson County Junior College	23	23,148	N/A	Coffeyville Community College	48	18,848	19.3
Arapahoe Community College	24	23,144	19.9	New Mexico State University - Dona Ana	49	18,342	13.2
Carl Albert Junior College	25	22,836	19.3	Phillips County Community College	50	17,140	18.3
				Central Community College	51	17,066	N/A
All Institutions						$24,112	

[a]Includes six junior college districts, each counted as one institution.

[b]See footnote a, Table 1.

[c]See footnote b, Table 1B.

TABLE 4

AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1983-84

State and Type of Institution	No. of Insti-tutions	ACADEMIC RANK											
		Dstng. Professor		Professor		Assoc. Professor		Asst. Professor		Instructor		All Ranks	
		No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
University:													
Arizona	2	1	$55,655	645	$39,117	504	$29,480	300	$24,210	109	$21,962	1,559	$31,944
Arkansas	1	15	46,498	328	33,507	180	26,599	177	22,478	58	16,838	758	28,273
Colorado	3	7	47,564	705	35,831	471	27,764	302	23,954	345	20,448	1,530	30,604
Iowa	2	--	--	608	36,005	489	27,557	577	23,065	137	17,720	1,811	28,718
Kansas	3	3	44,993	953	35,753	712	26,561	591	22,641	167	17,356	2,426	28,605
Missouri	4	--	--	802	35,140	605	27,377	442	23,341	85	18,727	1,934	29,294
Nebraska	2	--	--	617	34,167	434	26,406	314	22,084	95	16,328	1,460	28,100
New Mexico	3	4	54,715	540	36,753	410	27,453	397	22,606	79	18,574	1,430	29,205
OKLAHOMA	2	56	44,994	479	35,973	442	28,419	485	23,543	95	16,757	1,557	29,108
Texas	11	189	53,421	2,477	40,546	2,243	31,259	2,228	25,986	839	20,083	7,976	32,020
Senior College:													
Arizona	--	--	--	--	--	--	--	--	--	--	--	--	--
Arkansas	5	1	32,724	223	29,104	295	24,667	258	21,346	147	17,981	924	23,756
Colorado	4	--	--	277	30,481	224	25,661	197	21,795	25	17,917	723	26,186
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	2	--	--	157	29,101	135	24,403	94	21,588	59	18,690	445	24,708
Missouri	5	--	--	473	30,345	401	25,812	544	21,775	328	17,178	1,746	24,161
Nebraska	4	--	--	140	28,402	110	23,684	129	19,613	93	15,862	472	22,430
New Mexico	3	--	--	75	30,639	93	26,366	111	22,617	29	17,125	308	25,185
OKLAHOMA	10	--	--	381	32,635	295	29,482	529	26,226	305	21,149	1,510	27,454
Texas	9	3	37,663	450	35,049	580	29,092	582	23,853	297	19,523	1,912	27,427
Junior College:													
Arizona	--	--	--	--	--	--	--	--	--	--	--	--	--
Arkansas	1	--	--	--	--	--	--	--	--	50	17,140	50	17,140
Colorado	4	--	--	--	--	--	--	--	--	330	22,465	330	22,465
Iowa	6	--	--	--	--	--	--	--	--	496	20,795	496	20,795
Kansas	6	--	--	11	27,075	12	23,167	20	19,729	369	23,474	412	23,379
Missouri	2	--	--	140	33,880	159	28,997	125	22,118	139	20,617	563	26,615
Nebraska	1	--	--	--	--	--	--	--	--	132	17,066	132	17,066
New Mexico	5	--	--	13	27,746	24	25,247	41	21,186	61	18,346	139	21,254
OKLAHOMA	14	--	--	--	--	--	--	--	--	934	23,946	934	23,946
Texas	12	--	--	109	29,676	186	27,980	151	25,937	2,299	24,684	2,745	25,175

TABLE 5

COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES, BY RANK, 9-10 MONTH FACULTY 1983-84

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$44,994	$52,678
Professor	35,973	37,393
Associate Professor	28,419	28,853
Assistant Professor	23,543	24,265
Instructor	16,757	19,255
Average for All Ranks	$29,108	$30,329
Senior College:		
Distinguished Professor	$ --	$36,428
Professor	32,635	31,143
Associate Professor	29,482	26,442
Assistant Professor	26,226	22,245
Instructor	21,149	17,994
Average for All Ranks	$27,454	$25,244
Junior College:		
Professor	$ --	$31,635
Associate Professor	--	28,081
Assistant Professor	--	23,574
Instructor	23,946	23,281
Average for All Ranks	$23,946	$24,145

TABLE 6

ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE OF INSTITUTION
NINE SELECTED STATES, 1983-84[a]

Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Public Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	30	30	30	18	30	22	--	1	19	27	16
No. of Individuals	30	101	253	18	30	22	--	1	19	27	16
Salary:											
Highest	$121,000	$ 88,510	$ --	$66,650	$63,223	$50,219	--	$36,660	$56,652	$61,245	$57,199
Lowest	54,700	43,304	--	32,467	24,500	25,000	--	36,660	33,800	28,700	26,998
Average	79,754	63,509	58,635	47,237	50,775	36,455	--	36,660	42,502	38,153	40,893
Staff Benefits:											
No. of Institutions	24	25	24	16	25	18	--	1	17	24	13
No. of Individuals	24	88	199	16	25	18	--	1	17	24	13
Average	11,670	9,244	8,600	7,386	7,807	6,063	--	6,264	7,048	6,675	6,844
Senior College:											
No. of Institutions	32	30	30	20	32	21	4	5	21	31	14
No. of Individuals	32	88	155	20	32	21	4	5	21	31	14
Salary:											
Highest	87,000	67,829	--	56,620	51,480	45,876	30,500	30,500	50,436	44,064	54,576
Lowest	47,500	37,082	--	25,659	26,004	17,700	23,200	23,000	24,692	17,722	19,008
Average	63,454	49,949	44,739	39,393	36,023	29,677	26,643	27,131	36,562	31,608	34,902
Staff Benefits:											
No. of Institutions	32	30	30	20	32	20	4	5	21	31	14
No. of Individuals	32	88	155	20	32	20	4	5	21	31	14
Average	10,912	7,647	7,079	6,199	6,001	5,253	5,147	5,475	6,101	5,478	6,132
Junior College:											
No. of Institutions	33	22	22	27	30	22	--	--	24	30	11
No. of Individuals	33	57	57	27	30	22	--	--	24	30	11
Salary:											
Highest	85,000	59,841	--	72,500	40,020	47,356	--	--	47,220	44,410	39,307
Lowest	37,500	36,750	--	21,000	23,123	16,832	--	--	25,850	20,000	27,830
Average	54,923	45,986	38,498	37,386	29,977	26,968	--	--	35,661	30,494	32,480
Staff Benefits:											
No. of Institutions	32	20	21	25	29	21	--	--	23	29	11
No. of Individuals	32	54	57	25	29	21	--	--	23	29	11
Average	8,657	7,109	5,646	5,847	4,976	4,919	--	--	5,658	4,877	5,414

[a]Excludes all salaries for less than 11-12 month. Excludes Oklahoma positions.

TABLE 7

AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1983-84

State and Type of Institution	Number of Institutions	Number of Faculty	Retirement Plans	Medical/ Dental Plans	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	2	1,308	$2,236	$1,630	$2,048	$141	$121	$ 83	$ 23	$6,282
Arkansas	1	485	2,490	670	1,799	75	196	80	65	5,382
Colorado	3	1,330	3,654	965	--	76	133	287	357	5,472
Iowa	2	1,346	2,595	853	1,760	45	316	26	443	6,038
Kansas	3	2,036	1,485	1,005	1,950	199	145	113	25	4,922
Missouri	4	1,477	2,714	952	1,951	75	73	55	67	5,887
Nebraska	2	1,158	1,951	1,133	1,833	2	60	--	--	4,979
New Mexico	3	1,178	1,961	1,059	1,863	71	40	101	23	5,118
OKLAHOMA	2	1,313	3,181	692	1,881	53	375	98	53	6,333
Texas	11	7,111	2,665	733	2,599	24	9	68	--	6,098
Senior College:										
Arizona	--	--	--	--	--	--	--	--	--	--
Arkansas	5	804	2,160	717	1,582	130	111	41	152	4,893
Colorado	4	718	3,212	2,109	--	--	58	10	22	5,411
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	2	392	1,376	1,017	1,669	170	77	97	--	4,406
Missouri	5	1,700	1,583	575	1,485	--	81	--	305	4,029
Nebraska	4	461	1,338	662	1,504	--	28	--	--	3,532
New Mexico	2	197	1,718	675	1,798	198	51	133	143	4,716
OKLAHOMA	10	1,435	217	550	1,863	68	356	92	101	3,247
Texas	9	1,855	2,305	646	1,813	35	62	28	11	4,900
Junior College:										
Arizona	--	--	--	--	--	--	--	--	--	--
Arkansas	1	50	1,714	600	1,148	--	135	--	--	3,597
Colorado	4	323	2,735	812	--	15	175	22	46	3,805
Iowa	6	311	1,102	1,510	1,467	11	91	23	133	4,337
Kansas	6	374	726	1,150	1,597	95	72	56	770	4,466
Missouri	2	552	2,540	1,049	--	--	130	78	278	4,075
Nebraska	--	--	--	--	--	--	--	--	--	--
New Mexico	5	109	1,479	597	1,457	52	57	85	20	3,747
OKLAHOMA	14	836	620	828	1,709	68	193	69	251	3,738
Texas	10	1,744	2,067	1,028	656	48	56	80	171	4,106

TABLE 8

AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1983-84

State and Type of Institution	Number of Institutions	Number of Faculty	Retirement Plans	Medical/ Dental Plans	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	2	251	$2,734	$1,667	$2,323	$179	$130	$105	$ 14	$7,152
Arkansas	1	273	3,232	745	2,158	95	223	102	83	6,639
Colorado	3	200	5,174	712	--	145	141	543	979	7,694
Iowa	2	465	4,119	965	2,305	43	475	30	733	8,670
Kansas	3	390	1,978	1,004	2,262	250	141	143	73	5,851
Missouri	4	457	3,400	929	2,206	75	81	70	84	6,845
Nebraska	2	302	2,479	1,135	2,128	3	60	--	--	5,805
New Mexico	3	252	2,565	925	2,149	51	70	166	53	5,979
OKLAHOMA	2	244	4,691	696	2,306	47	516	154	51	8,461
Texas	3	865	3,890	840	3,300	10	--	189	--	8,229
Senior College:										
Arizona	--	--	--	--	--	--	--	--	--	--
Arkansas	5	120	3,384	722	2,198	115	125	36	191	6,771
Colorado	1	5	2,744	2,348	--	--	347	61	--	5,500
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	2	53	1,938	1,017	2,339	242	117	137	---	5,790
Missouri	4	46	2,366	573	1,897	--	73	--	66	4,975
Nebraska	2	11	2,019	517	2,165	--	28	--	--	4,729
New Mexico	1	1	1,981	660	1,952	67	60	146	89	4,955
OKLAHOMA	7	75	450	611	2,114	70	345	107	107	3,804
Texas	4	57	3,482	687	2,257	82	149	25	21	6,703
Junior College:										
Arizona	--	--	--	--	--	--	--	--	--	--
Arkansas	--	--	--	--	--	--	--	--	--	--
Colorado	3	7	3,655	812	--	38	166	43	124	4,838
Iowa	4	185	1,245	1,277	1,621	27	104	54	175	4,503
Kansas	5	38	611	1,613	1,731	91	83	78	600	4,807
Missouri	1	11	2,411	733	--	--	85	57	172	3,458
Nebraska	1	132	1,252	1,985	1,398	--	90	--	106	4,831
New Mexico	4	30	1,618	708	1,593	46	61	104	12	4,142
OKLAHOMA	14	98	663	891	1,872	67	191	75	186	3,945
Texas	8	912	1,887	858	1,374	161	38	123	73	4,514